

WI Department of Corrections

# ANNUAL REPORT

FOX LAKE CORRECTIONAL INSTITUTION

JULY 1, 2016 – JUNE 30, 2017

FY17



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## **MESSAGE FROM THE WARDEN**

Welcome to the Fox Lake Correctional Institution (FLCI) Annual Report for Fiscal Year 2017 (FY17), covering July 1, 2016, through June 30, 2017. Correctional institutions are much more complex operations than most people realize. The annual report is published with a desire to provide readers with more specific information regarding FLCI. Hopefully this report also gives a small glimpse into some of the positive things that take place in our institution.

One of the exciting continuing initiatives at FLCI during this year has been presentation of a program designed to change the criminogenic thinking of offenders. Thinking for a Change (T4C) is a cognitive-behavior therapy (CBT) program that includes cognitive restructuring, social skills development and the development of problem-solving skills. Training for facilitators was offered for any Fox Lake staff as an opportunity to contribute to the community and institution safety. Not surprisingly members of almost every work discipline expressed interest and training was conducted on-site in September 2014. The program began shortly thereafter. Impressions from both staff and inmates are that the program and the unique facilitator teams continue to produce positive results. This has continued over the last three years. Men who complete the program exit with an enhanced ability to make positive decisions in their lives. This is a benefit to them, the institution, and the families and communities to which they will return.

Another exciting happening involved continuing the vision held by one of Fox Lake's former wardens, Darrell Kolb. Long ago Mr. Kolb saw the potential for a training facility on the Fox Lake grounds and initiated the process that would eventually lead to the construction of the Darrell A. Kolb Training Center. His vision was realized when in June 2015 FLCI hosted an on-site training academy for 26 new correctional officers from five different institutions. This site has been used to hold additional sessions of pre-service instruction to new officer candidates, including a "local academy" that provided 26 officers specifically to Fox Lake and approximately 50 combined officers to Columbia and Waupun Correctional Institutions. The offering of a classroom training space for up to 80 students, weapons ranges for rifle, shotgun, and handgun training; enhanced cellular telephone signal and wireless DOC network capability continue to make the Kolb Center the premier training site in the Department of Corrections.

There is an old adage that holds "the only constant is change." That idea is especially true in corrections and FLCI served as demonstration of that notion during the 2017 fiscal year. Many long-time employees found their way to retirement, taking with them decades and decades of wisdom and experience. Their presence at FLCI and contributions to FLCI will be sorely missed. In their place we welcomed new employees who were high in energy; excited to learn their new profession; and eager to begin contributing to our mission of public safety. Innovation was also evident as Limited Term Employees (LTE) were added to the workforce in the uniformed staff area. Recently retired sergeants and officers have been hired to add to the staffing numbers which results in a lessened burden on existing staff in terms of hours needing to be worked.

During this fiscal year FLCI continued to carry out the mission statement of the Department of Corrections. A mission statement helps define the purpose of an organization in simple and concise terms. This allows the mission to be more easily understood by all employees of the organization as well as all those that it serves. The Department of Corrections “**Four P’s**” mission is to:

**Protect** the public, our staff and those in our charge.

**Provide** opportunities for positive change and success.

**Promote**, inform and educate others about our programs and successes.

**Partner** and collaborate with community service providers and other criminal justice entities.

While this mission and its acronym (4Ps) may be easy to remember, it is made up of very complicated, challenging, and unending sets of tasks. It is a mission that is widely misunderstood and often misjudged. Yet the mission of the Department is completed day after day at FLCI which allows citizens of Wisconsin to sleep easy at night knowing that their safety is being safeguarded and their futures are being made brighter by the work that is done at the institution.

No annual report on operations at Fox Lake Correctional Institution would be complete without making mention of the special people that work at this institution. Employees at FLCI are collectively the most dedicated, loyal, selfless, hard-working people that you could ever hope to meet or have as a neighbor. They are a group of people that all of Wisconsin can be proud of. I know that I am and I am proud to have the opportunity to work with them each day.

Randall R. Hepp, Warden

## **FACILITY MISSION AND GOALS**

Fox Lake Correctional Institution (FLCI) is operated as a medium-security facility for adult male offenders. The basic mission and objectives of the institution are:

- ◆ To protect society and rehabilitate the offender.
- ◆ To provide medium custody and care for a select group of adult male offenders incarcerated by law from society for a period of time.
- ◆ To create and maintain an atmosphere or climate which restores the dignity of the individual and to provide optimum opportunity for positive behavioral changes.
- ◆ To introduce, develop and maintain correctional programs that will be treatment oriented to the highest possible degree.

## **FAST FACTS**

**WARDENS:** John R. Gagnon, Warden – 1962 to 1985  
Darrell A. Kolb, Warden – 1985 to January 4, 1991  
Raymond Fromolz, Acting Warden – January 4, 1991 to August 1, 1991  
Gerald A. Berge, Warden – August 1, 1991 to December 31, 1997  
Kenneth J. Sondalle, Warden – January 1, 1998 to January 24, 2000  
Thomas G. Borgen, Warden – January 24, 2000 to January 2005  
Jodine Deppisch, Warden – January 2005 to December 2009  
Larry L. Jenkins, Warden – December 2009 to March 2011

Marc W. Clements, Warden – April 2011 to February 2014  
Randall R. Hepp, Warden – February 2014 to present

**DATE OPENED:** The construction of Fox Lake Correctional Institution began in July 1960 and the institution was officially opened on September 12, 1962.

**SECURITY LEVEL:** Fox Lake Correctional Institution is a medium-security adult correctional facility. It was the first medium security institution in the United States with a no-pass system and freedom of movement.

**LOCATION:** Fox Lake Correctional Institution is located in Dodge County, about eight miles north of the City of Fox Lake and ten miles west of the City of Waupun.

**TOTAL SITE ACREAGE:** 1200 acres  
Acreage Inside Fence: 82 acres  
Towers: 6 each – 30 feet high

**PHILOSOPHY:** FLCI embraces a responsible living concept approach in managing the inmate population. This approach places emphasis on personal responsibility.

**OPERATING CAPACITY** (as of June 30, 2017): 979

**CURRENT POPULATION** (as of June 30, 2017): 1344

#### **STAFFING REPORT**

##### Uniformed Staff

Correctional Officers .....	160
Correctional Sergeants .....	94
Security Supervisors .....	14
	<u>268</u>

##### Non Uniformed Staff

Business Office .....	9
Chaplain .....	2
Corrections Program Supervisor .....	1
Education Department .....	30
Food Service .....	9
Health Services Unit .....	10
Human Resources .....	3
Institution Complaint Examiner .....	1
Maintenance .....	14
Psychological Services .....	5
Records .....	5
Recreation .....	3
Security Administration .....	2
Social Services .....	11
Warden/Deputy Warden& Secretaries-Confidential .....	4
	<u>109</u>

**INMATE TO STAFF RATIO:**

Inmate Population on June 30, 2017: 1344

1344 divided by 377 total staff = 3.57 (inmate to staff ratio)

**OPERATING BUDGET****FISCAL YEAR** (Year ending June 30, 2017)

Permanent Salary ..... \$17,576,645  
 LTE Salary ..... \$228,596  
 Fringe Benefits ..... \$8,277,651  
 Supplies & Services ..... \$855,281  
 Capital ..... \$0.00  
 Food ..... \$1,365,346  
 Variable Non-Food ..... \$793,888  
 Fuel & Utilities ..... \$1,041,091  
 Maintenance ..... 490,320

Total ..... \$30,628,818

**INMATE COSTS**

Annual Cost ..... \$22,637.71  
 Monthly Cost ..... \$1886.48  
 Daily Cost ..... \$62.03  
 (Based on 1,353 ADP)

**INMATE WAGES**

Inmate wages range from \$ .05 per hour for unassigned inmates to \$ .42 per hour for top institution assignments. Badger State Industries workers can earn up to \$1.00 per hour.

Inmate wages paid by FLCI ..... \$414,560  
 Inmate wages paid by BSI ..... \$75,926

Total ..... \$490,486

**INMATE PAID OBLIGATIONS**

- Child Support ..... \$33,293
- Court Ordered Obligations/Restitution ..... \$179,424
- Victim Witness/DNA Surcharges ..... \$109,671
- Institution Restitution ..... \$2818
- Medical Co-Pay ..... \$11,656

**ACCOMPLISHMENTS AT FLCI IN FY17**

- The Restrictive Housing Unit was renovated in the fall of 2016. FLCI PSU and Security staff coordinated with their counterparts from Waupun Correctional Institution (WCI) to ensure appropriate placement and care of FLCI inmates temporarily housed at WCI during the renovation.

- A new system, Wisconsin Integrated Corrections System (WICS), was implemented involving the inmate accounting system to include inmate payroll and obligation deductions. Along with this new system, there were also changes to the priority of deductions due to Act 355 and the amount being withheld from inmate funds. Restitution previously withheld at a rate of 25% of an inmate's earning and incoming funds was increased to 50%.
- A nurse clinician 4 position was added to the health services unit.
- Diabetic checks on the unit were initiated in housing unit 3.
- The FLCI Education Department hosted its first graduation that included family members of graduating students. The 30 graduates had an opportunity to invite family members to attend the ceremony honoring their achievement in earning their High School Equivalency or their Career & Technical Education diploma. Family members and graduates commented on their appreciation to be able to share this occasion.
- The FLCI Education Department opened the new math and reading success lab which implements a co-disciplined curriculum. Students participating in this program will be focusing their efforts to improve both math and reading skills through a new evidenced based curriculum. Early statistics have shown significant progress by students through this team teaching approach.
- The garden produced over 38,000 pounds of produce from 1-¾ acres. It was overseen by the Food Service Department and all produce was utilized in the institution.
- Food Service prepared food for over 125 events ranging from 10-100 people.
- Food Service utilized over 70,000 pounds of potatoes from the U-W Research Center in Hancock, WI, with a savings of over \$4,000.

## **BADGER STATE INDUSTRIES**

Badger State Industries (BSI) operates a wood and laminated furniture manufacturing facility designed to assist in the re-integration of inmates by providing hands-on experience in a work environment closely resembling that of private industry. Inmates are learning cabinetmaking/millwork. Approximately four inmates have completed the apprenticeship program through the Department of Workforce Development.

The shop employs inmates who work as clerks, general laborers, machine assistants and machine operators. BSI has equipment such as an edge bander, panel saws, table saws, laminate presses, and a CNC machine. Raw materials including rough sawn hardwoods, laminate and particle board are used to produce furniture.

Articles produced include all types of free-standing furniture such as desks, credenzas, book shelving, tables, laminated parts for office system installations and hardwood frame and seating components for the upholstery operation. Products manufactured are sold to state agencies and other qualified customers. The wood shop has sold approximately \$3 million worth of products during the last year.

Average number of inmates employed: 40-50

## **COMMUNITY RELATIONS BOARD**

The Community Relations Board (CRB) held its first meeting at the institution on April 7, 1992. The purpose of the CRB is to support the mission of the Department of Corrections, the Division of Adult Institutions and the Fox Lake Correctional Institution. The Board functions as a mechanism for the enhancement of public education and acts as an advocate for issues that are relevant to the operations of adult correctional institutions in Wisconsin. The CRB is a vehicle used for establishing local community support for institution operations and to promote positive communication between the institution and local communities.

The CRB meets in May and October. The members are brought up to date on current institution events and happenings as well as Division and Department-wide issues and concerns.

## **COORDINATORS**

Americans with Disabilities Act (ADA)

Coordinator for inmates: Sarah Feltes (920) 928-6945

Coordinator for employees: Tara Pretz (920) 928-6915

COMPAS (Correctional Offender Management Profiling for Alternative Sanctions)

Coordinators: Jennifer Barczak (920) 928-6995

Cara Schmidt (920) 928-6940

Limited English Proficiency (LEP): Chris Eplett (920) 928-6922

PREA (Prison Rape Elimination Act)

Compliance Manager: Mark Schomisch (920) 928-6913

## **EDUCATION**

In collaboration with Moraine Park Technical College, Fox Lake Correctional Institution hosts the largest and one of the most diverse educational departments in the Wisconsin Department of Corrections. Serving over 500 inmates annually, the education staff at FLCI provides a variety of programs such as High School Equivalency, Adult Basic Education, College Correspondence, Reentry and Career & Technical Education. The Education Department and FLCI staff are dedicated to providing effective programming and opportunities to support the Department of Corrections reentry efforts.

### **ADULT BASIC EDUCATION (ABE)**

Adult basic education and literacy programs are an integral part of the FLCI Education Department. The purpose of the Adult Basic Education Program is to assist students in obtaining the knowledge and skills necessary for work, further education, family self-sufficiency and community involvement. A range of instructional services are available to students with academic skills below the high school completion level or in need of increased English language skills in order to succeed in their communities. Adult basic education develops skills in reading, writing, math, speaking/listening in English, and GED®. FLCI had 23 GED/HSED graduates in FY17.

### **CAREER & TECHNICAL EDUCATION (CTE)**

Career & Technical Education programs provide students with specific trade instruction, technical skills and soft skill competencies critical to finding and maintaining employment. These skills are transferable into community employment or technical college programming through the Wisconsin Technical

College System. FLCI ensures classroom enrollment is maximized and waiting lists are kept to a minimum so each student can achieve educational goals as efficiently and economically as possible. FLCI had 68 CTE graduates in FY17.

#### **Career & Technical Education Programs at FLCI:**

Automotive Maintenance Tech	Horticulture
Masonry/Bricklaying	Machine Tool Operation (CNC)
Cabinetmaking/Millwork	Motorcycle, Marine & Outdoor Power Product Tech
Computer Drafting – Mechanical	Welding – Production & Fabrication
Custodial Services	Food Service Production

#### **REENTRY & PRE-RELEASE**

Reentry is a Wisconsin Department of Corrections initiative focused on preparing offenders for success in the community. It means that offenders start focusing on their opportunities for success in the community from the first day they come in contact with the corrections system. FLCI provides a variety of opportunities for inmates to prepare for release back into their communities such as: workshops, classes, self-study and self-paced curriculum.

### **INMATE ACTIVITIES GROUPS**

#### **ALCOHOLICS ANONYMOUS (AA)**

Through the utilization of 12-step programs and group support, this group enables the inmate to understand his addiction to alcohol and/or drugs and resulting consequences. There are two groups that meet on Wednesdays and Fridays every week with approximately 30 members in each group.

#### **DIVERSITY ENHANCEMENT PROGRAM (DEP)**

The purpose of the program is to foster tolerance and a mutual understanding of our differences by connecting through education, music and the arts. It also enlightens participants on the rich cultural diversity that exists among the inmate community. Through various fundraisers the DEP raises money for local charities. During this fiscal year, \$12,000.00 was donated to the following organizations:

Feed Our People	Golden House
Ronald McDonald House	Just Bakery
Feeding America Eastern Wisconsin	Porch Light
End Domestic Violence Abuse Wisconsin Coalition	Veterans Home in King
Second Harvest Food Bank	Homicide Victims of Milwaukee
Asha Family Services	

Polar fleece blankets and crocheted blankets, mittens and hats were made by inmates from donated materials and given to the following: Porch Light, Madison Urban Ministries, Road Home, Golden Living Nursing Home, Kindred Heart Nursing Home, Markesan Nursing Home and King Veterans Home.

These organizations then sent representatives to FLCI to present their mission and community activities to the DEP group.

Average Monthly Membership – 50 men

## **VETERANS GROUP**

A membership organization that provides incarcerated military services veterans with legal assistance, support services, social activities and memorial functions on days of special importance to veterans and the military. They also provide a Color Guard for special events being held at FLCI.

Average Monthly Membership – 15 men

## **INMATE COMPLAINT REVIEW SYSTEM**

The complaint procedure affords inmates in adult institutions a process by which grievances may be raised, investigated and decided in a timely manner. The Institution Complaint Examiner makes an impartial investigation of the complaint and then submits a detailed report and recommendation to the warden who, in turn, reviews the recommendation and renders a decision.

<b><u>COMPLAINT DISPOSITIONS</u></b>		
	<b><u>Total Number</u></b>	<b><u>Percentage</u></b>
Affirmed	151	9.02%
Dismissed	1104	65.99%
Rejected	418	24.99%
Total	1673	100.00
Returned Complaint Submissions	792	
Appealed Complaints	286	17.10%
Amount Reimbursed	\$601.49	

## **CONDUCT REPORTS**

	<b><u>Total</u></b>	<b><u>Appeals</u></b>
Major	795	50
Minor	1233	24

## **PSYCHOLOGICAL SERVICES**

The Psychological Services Department provides a full-range of clinical services to a diverse population of adult male inmates in accordance with the Department of Corrections/DAI policies and procedures. These services include the following:

### **CLINICAL MONITORING**

The purpose of clinical monitoring is to periodically assess an inmate's adjustment and determine any mental health needs. Monitoring is an assessment tool that helps to increase stability, thereby preventing crises from occurring or re-occurring.

### **INDIVIDUAL THERAPY**

As needed, PSU staff provides short-term, problem-focused therapy on a limited basis for those inmates who may need clinical support to achieve and maintain emotional and behavioral stability. In

addition, PSU staff screen inmates who may be appropriate for a referral for more intensive treatment or to a psychiatrist for consideration of psychotropic medications.

### **CRISIS INTERVENTION**

PSU staff help provide emotional and psychological support to inmates in crisis situations. Crisis counseling is provided to inmates who may be suicidal, having trouble adjusting to the prison setting, experiencing extreme grief, having intense mood swings or panic attacks, or other acute symptoms of mental illness.

### **EVALUATIONS**

PSU staff complete evaluations ranging from brief screenings to full-battery comprehensive assessments in response to referrals from other departments including HSU/Psychiatry, Reclassification, Parole Commission, ADA personnel, and Social Services.

### **MULTI-DISCIPLINARY MEETINGS**

Regular participation in multi-disciplinary meetings encourages communication among staff and increases awareness of significant inmate concerns and facilitation of treatment plans for difficult inmates that involve multiple disciplines working toward agreed upon therapeutic goals and outcomes. PSU facilitates a weekly multi-disciplinary meeting attended by HSU staff, Security staff, Social Workers, and other disciplines as needed. Additionally, staff from PSU attends weekly multi-disciplinary meetings to discuss inmates housed in Restrictive Housing, new inmate arrivals, special needs, as well as a monthly HSU multi-disciplinary meeting for those with medical concerns.

### **SEX OFFENDER TREATMENT (SO-2)**

Short-term sex-offender treatment (SO-2) is designed to develop the knowledge and skills needed to reduce individual risk factors associated with sexual offending. The duration of the program is consistent with DOC Sex Offender Service Standards of 100 hours over a minimum of 6 months. Reduction of risk factors is identified via the Stable/Acute-2007 treatment progress evaluation. Successful completion of the program requires completion of a re-offense prevention plan and all other required tasks of the program.

### **TRAINING**

The Wisconsin Department of Corrections provides a year-long residency/internship to doctoral psychology students required in obtaining a doctoral degree. Under the leadership of Bruce Erdmann, Ph.D., the DOC Psychology Residency Internship is accredited by the American Psychological Association and provides training at various DCC and DAI sites, including FLCI.

## **RECORDS**

The Records Office at FLCI is responsible for monitoring and reporting the official inmate population, which involves inmate transfers and releases within the Department of Corrections. During the 2016-2017 fiscal year, an average of 74 inmates transferred in monthly and 44 inmates transferred out. The Records Office processed an average of 29 inmate releases per month, ensuring proper release into the community. Accurate sentence computations are necessary to ensure inmates serve the court-ordered amount of incarceration time. Communication with courts, agents, lawyers and families is often necessary to make sure that everyone is properly represented, and that the public, staff, and inmates

are safe. The Records Office is also responsible for processing visitor forms (approximately 178 per month), maintaining accurate visiting lists and scheduling professional visits and phone calls.

The Records Office maintains the legal and social services files for inmates. The Records Office staff consists of a Records Office Supervisor who also acts as the Institution Litigation Coordinator and Records Custodian; two Correctional Sentencing Associates (one senior, one entry) who calculate sentence computations, schedule parole hearings and track, process, and ensure proper release; and two Offender Records Associates who process visiting forms, schedule official visitors and phone calls, perform background checks for prospective visitors, and maintain the social services and newly created visiting files.

## **RESTORATIVE JUSTICE EFFORTS**

### **DONATIONS**

The institution vocational school shops have contributed numerous items such as flag cases, picnic tables, cribbage boards and fire rings to local government agencies, non-profit organizations and families of deceased military members.

### **RESTORATIVE JUSTICE**

The Restorative Justice Program continued with its sixth group and was facilitated by a chaplain, recreation leader, and records staff member with help from outside volunteers who conduct this program at several DOC institutions. It is an 11-week program with 30 inmates participating. The graduation is held in the visiting room and family members may attend. Two groups are facilitated each year.

## **SOCIAL SERVICES**

The Social Services Department provides services in accordance with the Department of Corrections reintegration mission. Social Services strives to meet the needs of the inmate population and enhance social functioning by assessing criminogenic needs and creating comprehensive case plans with each inmate. In addition to performing the routine duties associated with their assigned caseloads, social workers also provide individual counseling and facilitate groups in the areas of cognitive thinking and domestic violence.

The intake social worker coordinates weekly intake multi-disciplinary team staffing for every inmate that arrives at FLCI, as well as new inmate orientation for the intake unit. Coverage of the restrictive housing unit also includes a social worker on the security review team on a weekly basis.

### **TREATMENT PROGRAMS**

- Domestic Violence and Thinking for a Change (T4C)  
The Wisconsin Department of Corrections (DOC), Division of Adult Institution (DAI), Domestic Violence Program is a cognitive behavioral intervention program that consists of 43 one and a half hour sessions, delivered in a closed group. Thinking for a Change is a cognitive behavioral intervention that consists of 26 one and one-half hour sessions, delivered in a closed group. These programs target criminogenic needs with clients assessed as high or moderate risk on the COMPAS assessment tool. The programs focus on three components; cognitive self-change,

social skills and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations.

- 33 inmates enrolled in domestic violence and 18 completed.
- 90 inmates enrolled in T4C and 70 completed.

### **LEGAL ACTION OF WISCONSIN (LAW)-DOES PROJECT**

Through the award of a HOPE grant and additional funding from SSA and LAW, two LAW attorneys provide SSI/SSDI advocacy services to project clients (disabled reentering offenders). The two primary goals of the project are to reduce the target group's SSI/SSDI application processing time and increase the successful appeal rate when initial applications are denied.

### **WINDOWS TO WORK-FOX VALLEY WORKFORCE DEVELOPMENT BOARD**

This program is designed to address the criminogenic risk factors that can lead to recidivism, including unemployment/underemployment, low/interrupted education, poor problem solving skills, inadequate housing and financial difficulties. Both individual and group participation begins six months prior to release. The case manager provides participants with classroom training in the areas of employability, career path planning, personal development, values clarification, financial literacy, Rent Smart, child support, community resources, and other related issues. Working in coordination with the DCC agent, the Windows to Work case manager assists participants with job search activities. Participants receive assistance in accessing available community resources to address needs for food, clothing and medical/psychological care. The Windows to Work case manager continues to provide case management for each participant for 12 months after release.

### **VICTIM-OFFENDER CONFERENCING WITH THE REMINGTON LAW CENTER-RESTORATIVE JUSTICE**

This is facilitated by the Office of Victim Services and the Remington Law Center to mediate victim-offender dialogue regarding the offense that was perpetrated against them. It affords the victim a voice, gives the victim an opportunity to express the harm and impact the crime had on them and supports the victim asking questions that may help with resolving "unknowns" and moving toward the healing process.

## **STAFF RECOGNITION**

The following FLCI staff was recognized for achieving significant years of state service at a recognition event held during Correctional Employees' Week in May 2017.

#### **25 Years**

Christopher Belongia  
Christine Edler  
Robert Reilley

#### **30 Years**

Ronald Kast  
Marie Vossekul

#### **40 Years**

Jamie Hunter

## **STAFF RETIREES**

<b>STAFF</b>	<b>SERVICE DATES</b>	<b>POSITION</b>
Knorre, Joan	July 1998 - July 2016	Teacher
DeVries, Lori	February 1992 - August 2016	Officer 2
Rahn, Daniel	February 1989 - September 2016	Sergeant
Schuller, Kurt	February 2015 - September 2016	Correctional Food Service Leader
Cooper, George	March 2005 - September 2016	Inmate Complaint Examiner
Vaughan, Richard	October 1981 - January 2017	Facilities Maintenance Specialist
Ruhland, Thomas	January 1988 - January 2017	Sergeant
Massie, Daniel	June 20016 - February 2017	Social Worker
Harper, William	May 1988 - April 2017	Sergeant
Renner, Sally	May 2006 - May 2017	Officer
Renner, James	May 2006 - May 2017	Officer
Pulver, Dianna	May 1999 - May 2017	Sergeant
Jagdfeld, Lynn	December 1995 - May 2017	Sergeant
Block, Kristin	April 2007 - June 2017	Correctional Food Service Leader

## **VOLUNTEERS**

Volunteers are used to conduct programming in the visiting room, chapel, and school. Volunteers provide valuable resources that allow the institution to provide inmate programming and religious activities to meet the needs of all inmates at FLCI. Volunteers are utilized in many ways including: Jewish Service; Protestant Worship Service; Catholic Mass; Pagan Service; Native Sweat Lodge; Pipe and Drum; Interfaith Religion 101; Baptist Service; Brother Bob's Outreach Study; First Congregational Prison Ministry Project; Lutheran Study; Catholic Bible Study; Salvation Army Toy Lift; Spanish Service; Snow Flower Sangha Interfaith Meditation; Buddhist Meditation; Communion Services; Pastoral Visits; Restorative Justice; Alcoholics Anonymous; Diversity Enhancement Program speakers and Veterans Services.

## **ACRONYMS**

**ADA** – Americans with Disabilities Act  
**ADP** – Average Daily Population  
**BSI** – Badger State Industries  
**COMPAS** – Correctional Offender Management  
Profiling for Alternative Sanctions  
**CTE** – Career & Technical Education  
**DAI** – Division of Adult Institutions  
**DCC** – Division of Community Corrections  
**DOC** – Department of Corrections  
**FLCI** – Fox Lake Correctional Institution

**FY** – Fiscal Year  
**GED** – General Equivalency Diploma  
**HSED** – High School Equivalency Diploma  
**HSU** – Health Services Unit  
**PSU** – Psychological Services Unit  
**SSA** – Social Security Administration  
**SSDI** – Social Security Disability Income  
**SSI** – Social Security Income  
**T4C** – Thinking for a Change